



June 2002

FrontLine Employee

Wellness, Productivity, & You!

Call EAS: Olympia (360) 753-3260 Seattle (206) 281-6315 Spokane (509) 482-3686

Web: <http://hr.dop.wa.gov/eas.html>

Employees Ask About EAS

A Supervisor Referral:



Q My supervisor referred

me to EAS because of my attendance problems, but I don't think I need it. Is it fair to refer me when she doesn't know enough about my personal life to say whether I have a personal problem?

A Supervisor referrals are not based upon a belief that a personal problem exists. They are based upon a performance issue that is not improving. A supervisor referral is a "win-win" opportunity. You may discover a solution to the attendance problem that you have not considered, and your supervisor can count on the program as an alternative to allowing the attendance problem to get worse. EAS help may prevent the need for a disciplinary step. Remember that use of EAS is voluntary.

Price of Horseplay

Horseplay is rough or boisterous behavior at work that places you and coworkers at risk of injury, or even death.

Horseplay frequently is a violent act, but may take the form of a practical joke — a trick or a prank

to embarrass someone or cause personal discomfort.

Horseplay is frequently impulsive and can be costly for both employees and employers. Reduce incidents of horseplay by viewing the workplace as an environment in which everyone is entitled to respect, and by discouraging others from participating in horseplay.



Give Failure Another Name

Fear of failure can keep you from acting on your most desired goals.

Because it is always possible that things will not work out as planned, the remedy is not trying harder to avoid failure, but becoming less inhibited by this fear. This powerful shift in attitude can create more action. Start refusing to label undesired outcomes as "failures." Instead, consider any action you take as producing an "outcome." Every outcome is an opportunity to evaluate, make a small change, and take another step toward your goal. You then observe a different outcome and repeat the process until success is achieved. Nearly all successful businesses and personal achievements follow this formula.



Aches, Pains, & Boomers

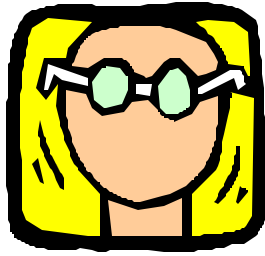
The best reasons to do something are often those that can be seen and felt now. Everyone can benefit

from exercise, but middle-aged baby-boomers (often those with desk jobs and without the opportunity to exercise naturally) are often annoyed and surprised by minor injuries to their muscle/skeletal system they didn't anticipate until they were much older. These injuries include small muscle pulls in the neck and upper back, plantar fasciitis (pulled tendon near the heel), and the pain associated with large muscle movements such as getting out of a car or bed. A regular exercise program may reduce the likelihood of these annoying injuries, aches, and pains now and in the future.



Avoid the Rays

UV-A ultraviolet light and UV-B ultraviolet light are sun rays that can harm your vision. UV-A penetrates deep into your eyes and UV-B burns the surface. Both can contribute to the production of cataracts, a condition that can cause blindness and affects nearly all people aged 80 or more. If you work outside daily during the week, go to the beach, or do a significant amount of driving during the day, make sure you wear the correct eye protection. Wear proper sunglasses — those that block 99 percent to 100 percent of the UV-A rays. Be careful. You might be tempted to purchase very dark sunglasses without regard to the quality, thinking that the darker the better. Dark sunglasses without proper UV protection can harm your eyes even more, because your eyes dilate and allow more harmful rays to enter.



Functional **NOT!** Alcoholic?

The phrase “functional alcoholic” is sometimes used to describe a person believed to be alcoholic, but without the obvious personal problems one might expect. “Functional alcoholic” is one of the most enabling phrases in the language, and unwittingly helps alcoholics get sicker. Loosely translated, the term means, “the person’s drinking doesn’t bother me, yet.” Believing someone is a “functional alcoholic” helps someone in a casual relationship feel better about avoiding the pointing out of signs and symptoms of alcoholism, a key step in helping alcoholics self-diagnose. Typically, there are other persons in the alcoholic’s life who do not consider the alcoholic as “functional.” These are usually family members.



Tell Your Supervisor What Makes You Tick

Think back over the years that you have been employed. What made for a good relationship with your boss? Was it your supervisor recognizing and praising your achievements? Was it periodic meetings about your performance, which helped you be certain things were “just fine” between you? Perhaps your supervisor acted as a mentor and this made you feel closer. Examine your needs and let your supervisor know what leads to a good relationship. You may discover that this contact is all it takes to improve your job satisfaction and productivity.



Don't Shop Till You Drop..



Medical professionals now consider compulsive shopping a serious health care problem associated with the inability to control spending. Compulsive shoppers or spenders experience emotional frustration and pain associated with their inability to control spending and the steps they take to manage indebtedness. Compulsive shoppers often experience euphoria when they buy and spend, and frequently use spending as a way to relieve anxiety and tension. But, afterwards, they feel guilt and remorse. These are clues to a classic addiction pattern — one that is similar to drug addiction. Compulsive shoppers frequently recognize that they don’t need the items they buy, but they can’t stop shopping. Excessive shopping can lead to bankruptcy and the loss of relationships, including a marriage or family.

Do you suffer from compulsive shopping? You might if your loss of control over money interferes with your life. The good news is that the condition is treatable. Talk to EAS to learn more about symptoms and effective resources, including 12-step programs, behavior change therapy, and other sources of help. In 2001 the American Psychiatric Association officially recognized compulsive shopping as a treatable mental health problem. Many mental health professionals, self-help groups, as well as individuals who have suffered with the condition have been convinced for decades of the clinical nature of the condition.

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